



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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NGB-ARM

21 April 2008

MEMORANDUM FOR The Military Personnel Management Officers of All States, Puerto Rico, The Virgin Islands, Guam and the District of Columbia

SUBJECT: Policy Guidance for the 09L Interpreter/translator Enlistment Bonus Portion of the Selected Reserve Incentives Program (SRIP) (Policy Number 08-03 for the Army National Guard (ARNG) Soldiers)

**1. References:**

- a. National Defense Authorization Act (NDAA) for FY 2008, 28 January 2008.
- b. Department of Defense Instructions (DoDI), 1312.1-I DOD Occupational Conversion Index, 31 March 2001.
- c. Department of Defense Instructions (DoDI) 1205.21, "Reserve Component Incentive Programs Procedures", 20 September 1999.
- d. Secretary of Defense Memorandum, "Enhancements to the Reserve Component Incentive Program", 14 April 2006.
- e. OSAD Directive, 14 February 2003, Secretary Hall Directive for Army to Build Linguist Program for IRR.
- f. Army National Guard Regulation, 601-210, Regular Army and Army Reserve Enlistment Program, 16 May 2005.
- g. Army Regulation 135-7 w/change 15, Incentive Programs, 15 April 1996.
- h. Army National Guard Regulation 600-7, Incentive Programs, 26 March 1999.
- i. Army National Guard Regulation 600-200, Enlisted Personnel Management, 1 March 1997.

**2. Purpose:** This memorandum establishes policy to administer the ARNG 09L Interpreter/Translator Enlistment Bonus Policy, effective 1 January 2008 through 31 December 2008, unless sooner suspended or rescinded. The SRIP is managed within strict Department of Defense and Department of the Army guidelines and within a limited budget. Commanders at all levels are required to ensure that the program is managed efficiently and effectively to preclude fraud, waste, abuse or mismanagement.

**3. None Prior Service Enlistment Bonus (NPSEB):** The Army National Guard (ARNG) will offer a \$20,000 NPSEB to Interpreter/Translator who agree to serve in the ARNG for a period of not less than three years in the 09L MOS. In order to be eligible for this incentive, the enlistee must:

- a. Agree to serve in the 09L Interpreter/Translator Military Occupational Specialty (MOS) for not less than three years with a Military Service Obligation (MSO) of not less than eight years.

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b. Achieve passing scores of L2 (Listening) and S2+ (Speaking) on the Oral Proficiency Interview (OPI) in their tested foreign language.

c. Achieve a passing score of 80 or higher on the English Comprehension Level Test (ECLT), a score of 1 or higher on the Armed Services Vocational Aptitude Battery (ASVAB) with the understanding it must be raised to 10 or higher prior to attending Basic Training, and achieve a minimum OPI scores of L2 and S2+ in English. In order to be eligible for the Enlistment Bonus, they must achieve the above required scores upon completion of any required English Language Training at Defense Language Institute English Language Center (DLIELC).

(1) Applicants who attain a score between 50 and 79 on the ECLT will be scheduled to attend DLIELC. Upon completion of English training the applicant will be required to retake the ASVAB. Those failing to attain a minimum score of 10 AFQT will be processed for separation in accordance with (IAW) AR 601-210 paragraph 6-5 and are not eligible for the Enlistment Bonus.

(2) Applicants failing to achieve a passing score of 80 or higher on the ECLT and minimum OPI L2 and S2+ scores in English will not graduate from the DLIELC. Non-graduates will be processed for separation IAW AR 601-210 paragraph 6-5 and are not eligible for the Enlistment Bonus.

d. Complete initial Active Duty Training (IADT) following necessary language training.

e. 09L Enlistee agree to be assigned to and serve with a temporary Table of Distribution and Allowances (TDA) unit.

f. The 09L Non-Prior Service (NPS) Enlistment Bonus will be paid in two 50% installments of \$10,000. The first 50% payment is processed upon successful completion of IADT and the second payment of 50% on the 3<sup>rd</sup> year anniversary of their enlistment.

g. For Defense Finance and Accounting Services (DFAS) pay purposes, 09L NPS Enlistees are coded as 'P', while Prior Service (PS) Enlistees are coded 'W'. The ARNG contact at DFAS is Mr. Michael Corner at 317-510-3983.

h. 09L Enlistees carry a NPS training code of '00T00' in SIDPERS. Attendance at DLIELC is coded as 'Basic Training'.

**4. Prior Service (PS) Enlistment Bonus (PSEB):** The ARNG offers a \$15,000 and \$7,500 PSEB to 09L PS Soldiers who meet the following eligibility requirements:

a. Enlist for either three or six years.

b. Enlist into an 09L position and be MOS-Qualified for the position, or agree to become MOSQ within 12 months from the date of enlistment.

c. Have not more than 16-years of total military service.

d. Have received an honorable discharge upon completion of all prior periods of service.

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e. Not enlisting for the purpose of qualifying for employment in a Military Technician or Active Guard Reserve (AGR) Position.

f. Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment or Affiliation Bonus may now receive the PSEB.

g. Soldiers with remaining MSO are authorized to receive the PSEB.

### **5. PSEB Payment Schedule:**

a. The ARNG offers a \$15,000 PSEB for a six-year enlistment. The initial payment of 50% (\$7,500) will be processed upon enlistment into the ARNG or if applicable, upon completion of MOS training. The ARNG will process the second and final payment of 50% (\$7,500) on the third-year anniversary of enlistment.

b. The ARNG offers a \$7,500 PSEB for a three-year enlistment. The initial payment of 50% (\$3,750) will be processed upon enlistment into the ARNG or if applicable, upon completion of MOS training. The ARNG will process the second and final payment of 50% (\$3,750) on the third-year anniversary of enlistment.

c. Upon conclusion of the first three-year enlistment, Soldier electing to extend for an additional three-year may receive an extension bonus in the amount of \$6,000.

**6. Affiliation Bonus (AB):** The ARNG offers a three-year and six-year AB option to PS 09L Soldiers who agree to serve in the ARNG. Soldiers must meet the following eligibility requirements:

a. Has completed fewer than 20 years of total military service at their current Expiration Term of Service (ETS) or Release from Active Duty (REFRAD).

b. Affiliate in the ARNG in an active drilling status for a minimum of three-years.

c. Must be MOSQ at the time of enlistment and not more than one grade below the required grade specified for the vacancy for which they are affiliating.

d. Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation.

e. Must affiliate into a 09L position.

f. Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an AB and have this form processed by their Recruiting and Retention NCO. 09L Soldiers affiliating through the Reserve Component Career Counselor (RCCC) at the Transition Point from Active Duty (In Service Recruits) will complete the "Enlisted Affiliation Bonus Addendum" dated 9 August 2007.

### **7. Affiliation Bonus Amounts and Payment Schedule:**

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a. The ARNG offers a \$20,000 AB for a six-year affiliation. The ARNG will process an initial payment of 50% (\$10,000) upon affiliation into the ARNG. The ARNG will process the second and final payment of 50% (\$10,000) on the third-year anniversary of affiliation.

b. The ARNG offers \$10,000 AB for a three-year affiliation. The initial payment of 50% (\$5,000) will be processed upon affiliation into the ARNG, with the second and final payment of 50% (\$5,000) processed for payment on the third-year anniversary of affiliation.

**8. RE-enlistment/Extension/Bonus (REB):** The ARNG offers a REB to Soldiers who meet the following eligibility requirements:

a. Extend for three or six years.

b. Re-enlist/extend into a 09L position and be MOSQ for the position or agree to become MOSQ within 12 months from the date of re-enlistment/extension.

c. Have not more than 20 years time in service (TIS) at current ETS.

d. Current law prohibits bonus payment amounts from including any portion of a reenlistment or extension that when added to a member's total years of service exceeds 24 year TIS; therefore, Soldiers with more than 18 years TIS as of their current ETS may extend for three or six years and receive a prorated payment up to 24 years. Any portion of additionally obligated service beyond 24 years will not be included in the calculation or payment of the bonus.

## **9. REB Options and Payment Schedule:**

a. The ARNG offers a \$15,000 REB to Soldiers who re-enlist or extend for six years. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

b. The ARNG offers a \$7,500 REB to Soldiers who re-enlist or extend for three years. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

c. The ARNG offers a 6,000 REB to Soldiers who re-enlist or extend for a subsequent three-year term of enlistment. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

**10. Student Loan Repayment Program (SLRP) for NPS Enlistees:** The ARNG offers the SLRP as an enlistment incentive for all NPS 09L enlistees in addition to their NPSEB. The total amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500, which ever is greater (\$3,000 cap per Soldier per year). Payment is based upon the original principle and may include interest. Entitlement covers the initial contract period only. Glossary NPS applicants are not authorized this incentive. NPS 09L enlistees must meet the following eligibility requirements to receive the SLRP.

a. Qualify as a Category I-III A enlistment (AFQT 10 or higher).

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- b. Enlist for the 3X5, 6X2, or the 8X0 option.
- c. Have one or more existing, qualifying loans at the time of enlistment based on the date the loan was incurred and disbursed by the lending institution. Loans incurred after the date of enlistment are not eligible for SLRP payment and will not be included.
- d. Enlist in a 09L position.
- e. 09L Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

**11. SLRP for PS Enlistees and as an Extension Incentive:** PS 09L applicants and current 09L ARNG Soldiers with existing loans may enlist or extend at any time for a term of service of not less than three-years in order to establish SLRP eligibility. SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the following eligibility requirements.

- a. MOSQ for the position for which enlisting or extending.
- b. Enlist or extend in a 09L position.
- c. Have not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve.
- d. The amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500 which ever is greater (\$3,000 cap per Soldier per year). Payments are based upon original principle and may include interest.
- e. A 09L Soldier re-enlisting or extending per NGR 600-200, Chapter 7 will not be authorized payment on loans established after the effective date of the contract. Loans incurred or disbursed after the date of re-enlistment or extension are not eligible for SLRP repayment.
- f. 09L Soldiers receiving SLRP will remain eligible while attending Officer Candidate School (OCS) or Warrant Officer Candidate School (WOCS). Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.
- g. United States Army Reserve (USAR) 09L SLRP recipients enlisting into the ARNG voluntarily or as a result of their unit's inactivation/reorganization will remain eligible to receive the incentives for which they contracted. Enlistment in the ARNG does not establish an additional SLRP entitlement. Soldiers must meet all of the following requirements.

- 1). Be MOSQ for the duty position for which enlisting.

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2). Enlist into a valid, vacant position, and hold as primary the MOS required.

3). The total amount of payments may not exceed \$20,000, which includes all payments made by the USAR and any subsequent payments made by the ARNG.

h. Soldiers receiving SLRP will remain eligible while attending OCS or WOCS. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

12. Point of contact for this memorandum is SFC Eric A. Bell, DSN 327-7738 or commercial 703 607-7738 or [eric.a.bell@us.army.mil](mailto:eric.a.bell@us.army.mil).



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